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ABSTRACT

This report examines the findings of a study of child care services in four-year colleges and universities in the State of Washington which was undertaken in response to Senate Bill 5871 (included in appendices). The growing concern over the need for child care is first discussed. The report then identifies the extent and nature of child-care services currently available in the state's four-year colleges and universities, and summarizes each institution's child-care needs assessment for children of faculty and staff. The report concludes with a discussion of issues surrounding child care in higher education and presents policy guidelines for meeting identified needs. Some of these guidelines include: (1) continuing to provide child care to student families; (2) employing a fee schedule to recover the cost of providing child care for faculty and staff; (3) linking the provision of child care with educational and student services programs; (4) complementing, rather than competing with, private child-care services; and (5) providing leadership to ensure accessible, quality child-care programs. (PCB)

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STATE OF WASHINGTON

HIGHER EDUCATION COORDINATING BOARD

Child-Care Study
A Response to Senate Bill 5871

PS017296

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November, 1987

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CHILD-CARE STUDY

A RESPONSE TO SENATE BILL 5871

Introduction

In response to Senate Bill 5871, which appears in Appendix A, the Higher Education Coordinating Board undertook a study of child care in Washington four-year colleges and universities. The State Board for Community College Education conducted a similar study for the community college system.

The following report discusses the growing concern for child care, investigates the extent and nature of child-care services currently available in the state's four-year colleges and universities and presents summaries of each institution's child-care needs assessment for children of faculty and staff. The report concludes with a discussion of issues surrounding child care in higher education and policy guidelines for meeting identified needs.

The study of child care was conducted by the HEC Board staff with the full cooperation and assistance of the public institutions of higher education. An advisory committee comprised of representatives from the institutions, the Governor's office, and experts in the field assisted staff in developing the study design and survey instruments, identifying issues and exploring recommendations.

Background

In Washington and in the nation there is concern about child care. The availability, affordability, accessibility and quality of child care have become issues for citizens, industries, higher education and society at large. Across the state, about 360,000 children under 10 have mothers in the

labor force. By contrast there are only 80,000 licensed day care spaces. Experts across the country fear a two-tier system is emerging in which only the children of educated, prosperous families enjoy high quality care.

The Department of Social and Health Services reports that demographic and economic patterns create an escalating need for child care. Data collected by DSHS indicate:

- The number of children 0-9 years is expected to increase by over 100,000 between 1980 and 1990. Proportionately, more of these children will be born into minority families which, historically, have suffered disadvantages in obtaining education, jobs and good wages.

- Forty-three percent of women with children under age six were in the workforce in 1980. Today that percentage exceeds 50 percent and is expected to grow to 57 percent by 1990.

- In 1980, 154,247 children in Washington were in single parent households. The Census Bureau reports that these households, the majority of which are headed by women, have increased 27 percent since 1980.

Recently much attention has been directed to the subject of child care by our state, local communities and higher education constituency. On July 5, 1985, the Governor formed a Task Force on Children's Day Care. The Governor's Task Force noted the "significant interconnection between the workplace and family" in its final report. The Task Force found that: "The availability of quality, affordable day care is critical to the well-being of children and families and is necessary for the proper functioning of all community interests including employers, education and government. In

addition to supporting the safe and healthy development of children, quality day care is an essential service in the prevention of child abuse and serves to promote the economic health of our state by contributing to a stable, productive workforce." (Governor's Task Force on Children's Day Care, 1986, p.1.)

The Task Force recommended that the state assume an active leadership role in supporting the involvement of both parents and employers in arranging quality, affordable child care. It emphasized that the state should ensure high standards of quality by training child-care providers and acknowledged that state agencies should act as model employers and provide an example of employer-assisted day care.

Trends within higher education indicate that the demand for child-care services is likely to increase in the years ahead.

- Our four-year college and university campuses continue to serve a large adult student population. For fall term 1986, one-third of the student population was over 24 years of age.

- Women, the traditional child-care providers in our society, now comprise almost fifty percent of our four-year college and university enrollments. Their participation has increased steadily over the past ten years.

- During 1985-1986, 4,547 parents applied for financial aid in order to attend one of our four-year colleges and universities. Parent applicants numbering 2,821 received aid. Of these, 17 percent are minorities and 43 percent

are female-heads of households with one or more children to care for and support.

- In the years ahead both younger and older students more frequently will be part-time students who must balance a job and family responsibilities with college. For this population, child care will need to be accessible at or near our senior institution's main and branch campuses.

On our four-year college and university campuses child-care programs for children of students have been established for a number of years. Institutional task forces on several campuses have recently been appointed to examine the issue of child care for students and employees alike.

In 1980 the HEC Board's predecessor agency adopted the following child-care resolution.

> *"Recognizing that today's college population includes an increasing number of students who are parents, and in many cases child-care services are a consideration in the opportunity for these students to attend institutions of higher education, the Council for Postsecondary Education supports efforts to facilitate child-care services for students. In actively working to assist in making child-care services available, colleges and universities demonstrate a commitment to equal opportunities for student parents."*

This year a special ad hoc advisory committee prepared a report for the HEC Board on the status of women, minorities and disabled persons in the public colleges and universities in Washington. In their report they recommended, "The HEC Board may want to state that child care should be regarded as a primary service in higher education in order to make college

accessible for all students and as a necessary benefit for staff and faculty. In order to ensure quality care for the children of Washington State college students and employees, child-care workers must be well-trained, professional members of the staff; facilities must be adequate to promote an effective learning environment; parents must be involved through a parent education component; and adequate and affordable resources must be made available."

Child-Care Services Currently Offered by Washington Four-Year Colleges and Universities

As described in the following section, each public four-year college and university provides child-care services for students. At present there are no child-care services provided for faculty and staff.

The University of Washington child-care assistance program is a voucher and referral program administered by the Vice President for Student Affairs. The voucher program provides students with direct financial assistance to purchase child-care services at either of the child-care centers located in University family housing or any of the licensed or certified child-care centers in the Seattle area. Students are considered for child-care assistance on the basis of financial need, as determined by the Office of Student Financial Aid. Students are eligible for child-care assistance if they are full-fee paying students, enrolled in the University on a full-time basis for three out of four quarters during the academic year.

The voucher program is supported by funds from service and activity fee income and financial aid programs. Eligible students receive 70 percent of their assistance from service

and activity fee funds and the remaining 30 percent is covered by financial aid (loan or work study) or personal resources. The amounts of assistance are based on predetermined monthly allowances as follows:

	Infant	Toddler	Preschooler
Service & Activity Fee	$291	$244	$207
Financial Aid or Personal Resources	$124	$104	$ 89
Total Allowance	$415	$348	$296

In 1986-1987, service and activity fee funds for the voucher program were $399,624, supporting 140 student parents (207 children) in 88 facilities throughout the Seattle area. Approximately $135,000 financial aid awards, in the form of loans, were also made available to 118 of the 140 students who received S&A funded child-care assistance. In addition, $33,199 service and activity fee funds supported the Child-Care Coordinating Office which administers the voucher program and maintains the child-care card referral system.

During 1986-1987, the UW Financial Aid Office received child-care assistance applications from 371 students. They were able to accommodate 140 (37.1 percent) of these requests. The UW reports that the increasing cost of child care in the Seattle area is making it more difficult to serve the student parent population.

Eastern Washington University provides a child-care assistance program for students through a voucher system and an interagency agreement between the Associated Students (the campus student organization) and the Cheney YMCA. The

voucher system, funded by student service and activity fees, reimburses students up to $55 per quarter and may be used at any licensed child-care center except the Cheney YMCA. The interagency agreement reimburses students $15 a month per child. Students may select either of these options.

To qualify for the child-care assistance program, students must be enrolled full time and complete at least ten credits at the end of the quarter in which they are applying for assistance. They cannot be participating in the discount child-care program at the Cheney YMCA or any other child-care system that is currently subsidized.

The voucher system and interagency agreement is administered by Student Services and is funded solely by the Associated Students of Eastern Washington University. The funds are intended specifically and only for the use of students. During 1986-1987, the Associated Students' Child Care Program at Eastern, with a budget of $15,920, served 156 children of 128 Eastern students. EWU reports that all students who applied for child-care assistance during 1986-1987 were accommodated.

The remaining four-year colleges and universities, Washington State University, The Evergreen State College, Central Washington University, and Western Washington University, provide on-campus child-care programs for children of students. The chart on the following page provides a profile of the individual programs.

The four-year institutions mentioned above operate a licensed or certified on-campus child-care center which is filled to capacity, with the exception of a few sporadic part-time openings. The centers are administered by each institution's student services division and typically run on

Profile of On-Campus Child-Care Centers
1986-1987 Academic Year

Institution	Operating Schedule	Age Range	Children Enrolled	Staffing Pattern	Fee Schedule	Expenditures
CWU	9 months 7:30a - 5:00p Mon. - Fri. College schedule	1-6+	50 (5 children of faculty/staff)	Full-time director Part-time teacher 4 Part-time aides	Students-- $4.50 morning session Faculty/staff-- $5.50 morning session	$57,258
TESC	9 months 8:00a - 5:00p Mon. - Fri. College schedule	1-6	43	Full-time director Full-time teacher 2 Part-time aides	Sliding scale based on income 2 1/2 - 5 years $6 - $11 per day 18 mos. - 2 1/2 years $10 - $15 per day	$97,759
WSU	12 months 7:30a - 5:30p Mon. - Fri. College schedule	1-6	62	Full-time director Full-time teacher Full-time aide	$1 per hour student's child $1.35 per hour faculty/staff child	$99,777
WWU	12 months 7:30a - 4:30p Mon.- Fri College schedule	2-6	40 (4 children of faculty/staff)	Full-time director 4 full-time teachers Part-time aides	Sliding scale based on income $.95 - $1.85 per hour student's child $1.85 per hour faculty/staff child	$143,264

a nine- month academic calendar, opening around 7:30 a.m. and closing at 5:00 p.m. The ages of children served range from one to six years. No infant care is provided.

The centers integrate their services with instructional programs. Students in departments of psychology, education, home and family life and other disciplines spend hours in the center observing children, working with youngsters and learning parenting skills and early childhood education. Highly qualified directors, teachers, and child-care aides staff the centers. They are augmented by student interns, work-study students, parents and volunteers. Salaries for these workers are minimal.

Each center charges a child-care fee which ranges from $.75 to $1.87 an hour. Two centers utilize a sliding-scale fee schedule based on income. In a few isolated instances the children of faculty and staff have utilized the students' child-care centers on a part-time basis. They are charged from $.35 to $1.00 more an hour than the students.

During 1986-1987, the four centers served 186 children of students and nine children of faculty and staff. Children on waiting lists ranged from 48 at WWU to 16 at WSU and 11 at CWU. Evergreen reported no children on a waiting list because its center was going through a transition phase and opened after the start of the school year. Statistics were not kept by the child-care centers regarding the number of requests for child care. The institutions emphasized that requests outnumbered children on waiting lists and the service most requested was infant care. In addition, Washington State University reported surveying 177 student parents during spring registration. One hundred and twenty-five children were identified as needing child-care services and 66 percent

of the parents surveyed preferred on-campus care for their children.

During 1986-1987, expenditures for the four centers, excluding $73,911 in general fund support, was $398,058. Primary sources of funding for the on-campus child-care centers are Student Activity fee funds and parent fees. The dominant form of college and university support is the provision of the facility, including maintenance and utilities, which are not charged back to the child-care program by the institution and, a percentage of child-care personnel salaries which are paid by the institution's student services division. The following chart presents the funding sources for each center. Appendix B displays the operating budgets for each center.

ON-CAMPUS CHILD-CARE CENTER FUNDING SOURCES
1986-1987 Academic Year

Institution	Expenditures	Funding Sources	
CWU	$57,258	Parent Fees	43%
		S&A Fees	55%
		USDA	2%
TESC	$97,759	Parent Fees	22%
		S&A Fees	42%
		General Fund	36%
WSU	$99,777	Parent Fees	50%
		S&A Fees	27%
		USDA/DSHS	11%
		General Fund	12%
WWU	$143,264	Parent Fees	32%
		S&A Fees	35%
		USDA	4%
		Other	11%
		General Fund	18%

Western, Evergreen, and Washington State University reported that the institutional support they provide to their child-care centers demonstrates their commitment to and

recognition of the importance of child-care services for student parents. Furthermore, Western and Washington State University reported that institutional support is warranted because their child-care centers are affiliated with instructional programs and the service promotes access to higher education and equal opportunity. Last year hundreds of students gained early childhood education and parenting skills through participation in the child-care centers. Many low-income and single parents were able to pursue their education in order to be self-sufficient and acquire gainful employment. Simply stated, child care is an instructional and student services benefit.

Employee Child-Care Needs Assessments

In keeping with Senate Bill 5871, each of the four-year colleges and universities was requested to conduct a child-care needs assessment for faculty and staff. In carrying out this task, four of the institutions utilized the basic questionnaire provided by HEC Board staff. The University of Washington expanded the basic assessment instrument. Washington State University conducted an earlier survey in response to the Governor's Task Force on Children's Day Care recommendations and the results of that survey were submitted for this study.

The assessment responses, as collected by each institution, together with a chart that highlights findings of the assessment effort, appear in Appendix C. The assessments were distributed to all four-year college and university employees, with the exception of the University of Washington, which conducted a 20 percent sample. The response rate average was 36 percent with a low of 21 percent at Evergreen and a high of 50 percent at Washington State University. The respondents to the surveys are generally

supportive of a child-care center on or near campus for children of faculty and staff. They prefer a shared-cost program where the parents would pay fees ranging from $1.00 to $2.00 per hour and the institution would provide the facility, as a minimum. Systemwide, the respondents indicated that they would enroll approximately 400 children in the centers.

Issues Surrounding Child Care in Higher Education

When the subject of child care in higher education is viewed from a statewide policy and funding perspective several questions and issues emerge. One of the primary questions is who should receive child-care assistance? All institutions provide some degree of assistance to students in need of child care. Should assistance also be provided to faculty and staff?

Fee schedules and the question of funding sources are also issues of concern. Fees differ significantly as a result of varying services, geographic location and clientele. The four on-campus child-care centers charge fees to students that range from $.75 to $1.87 an hour. The UW voucher program subsidizes a student parent with an infant $415 a month while EWU subsidizes a student parent with an infant $55 a quarter. Similarly, the proportion of reported institutional support varies. The University of Washington, Eastern and Central report providing no institutional support. At the other three institutions, institutional support ranges from 11 to 37 percent. These funds are provided for child care as a result of instructional activities carried out in the centers and as a student services benefit.

No child-care programs report funds derived from any partnerships with businesses or fund raising activities. Funds garnered through federal programs, or private grants

(with the exception of the DSHS and the USDA food program) are non-existent.

In some locations, the private sector offers child-care services. This raises the question of competition between campus services and private enterprise. During the past legislative session SSB 5688 was passed. This is a bill relating to higher education commercial activities. The implications of this legislation for higher education child-care funding appears in Section 4 (2) (c) below.

> *"The following criteria shall be considered in developing policies in regard to providing goods, services, or facilities to students, faculty, staff, patients, and invited quests. Fees charged for the goods, services, or facilities shall take into account the full direct and indirect costs, including overhead."*

By December 1 of this year, the institutions will provide a report to the appropriate legislative committees outlining their policies developed in accordance with the above-mentioned legislation.

All of the on-campus child-care centers will need more space if they are to increase enrollment or provide infant care services not now available. The question of enlarging facilities faces two institutions at this time. The administration at Western Washington University and Washington State University have been presented with expansion plans by their respective child-care committees. The proposed facility at Western would accommodate 55 children at any given time and is estimated to cost $500,000. Washington State University is confident that they could find available space on-campus to accommodate 30 children at any given time. The expanded programs proposed by WWU and WSU would serve as

instructional laboratories for students, research centers for faculty, and day-care centers for children.

Findings and Recommendations

Changing demographic, economic, and social trends have resulted in an escalating demand for child-care services in Washington. The availability of quality, affordable chid care is critical to the well-being of some children and families and is important for Washington's continued economic growth. Institutions have responded to the need for child-care services in different ways and consequently operate different child-care programs. Decisions about type of offerings, fee schedules, staffing, and expansion in size and range have been made in accordance with the individual institutions' missions and environments. Child care will be a service in high demand in the future. Present programs are at or near capacity and will have to expand to accommodate additional clientele. A substantial number of faculty and staff working on four-year college and university campuses make use of paid child-care services. At present, no institutionally-sponsored child-care program is available to these employees.

In light of these findings, the following policies are recommended. These policies are intended to maintain institutional flexibility, recognize the need for expanded affordable quality child care, and acknowledge the importance of parental choice in selecting child care that is personally acceptable.

1. *Child care should continue to be provided as a first priority to student families, especially the disadvantaged. For these needy students, a child-care subsidy should continue to be made available. Additionally, the costs of providing child care for*

children of student parents should be included in financial aid student budget calculations.

2. *If institutionally-sponsored child care can be made available to faculty and staff, a fee schedule which fully recovers the cost of providing that care should be employed.*

3. *Where appropriate, institutions should link the provision of child care to their educational and student services programs.*

4. *Institutions should continue to operate child-care programs responsive to their individual missions and environments. Such programs should complement, rather than compete with the private sector.*

5. *Institutions should provide leadership to ensure accessible, quality child-care programs. To achieve this goal, institutions should maintain affordable pricing mechanisms and employ a combination of parent fees, student services funds, services and activity fees, and, where appropriate, instructional support to operate such programs. It may be appropriate to also provide state capital funds, on a one-time basis, for child-care/education and research centers for child development in our public four-year colleges and universities.*

APPENDIX A

SECOND SUBSTITUTE SENATE BILL NO. 5871
AS AMENDED BY THE HOUSE

State of Washington 50th Legislature 1987 Regular Session

by Committee on Ways & Means (originally sponsored by Senator Peterson)

Read first time 3/9/87.

AN ACT Relating to child day care; and creating a new section.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF WASHINGTON:

NEW SECTION. Sec. 1. The state board for community college education and the higher education coordinating board shall each conduct a survey of institutionally-related child day care facilities that were available during the 1986-87 academic year to children of college or university students, staff, and faculty in their assigned institutions. These surveys shall include, but not be limited to, an examination of: The number of children served, the percentage of children from each segment of the institution's population, the size and location of the facility used, the fees charged, and the annual budget, including sources of funding, of the facility.

If a state institution of higher education does not have a child day care facility on or near the campus for children of students, staff, and faculty, the appropriate board shall require that institution to conduct an assessment to determine the need for and interest in such facilities on or near that campus. The assessments will be undertaken in consultation with students, faculty, and staff from each affected institution.

The surveys and, if required, needs assessments, with recommendations for meeting identified needs, shall be completed and submitted to the appropriate policy committees of the legislature by December 1, 1987.

2SSB 5871

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APPENDIX B

OPERATING CHILD CARE CENTER BUDGET
1986-1987 Academic Year

Name of Institution: Central Washington University

Please note that the indirect costs should reflect the institution's contributed support costs for child care center staff, instruction, and facilities.

EXPENDITURES

	Direct Costs Amount	Indirect Costs Amount
Personnel		
Director	$ 16,278.74	$
Teachers	16,740.65	
Aides		
Support Staff	3,913.47	
Substitutes	89.25	
Other (specify) _____	1,035.00	
Employee Benefits	12,045.30	
Facility		
Rent	$ 1,265.00	$
Utilities	----	
Maintenance & Repairs		
Food Program		
Food	$ 1,899.40	$
Supplies		
Other Expenses		
Supplies & Equipment	$ 2,976.62	$
Postage		
Phone	113.04	
Insurance	212.00	
Staff Development		
Advertising and Printing	190.05	
Purchased Day Care (voucher system)	$ 57,258.52	
TOTAL	$	$

SOURCE OF FUNDS FOR EXPENDITURES

	Direct Costs Amount	Indirect Costs Amount
Source		
	$	$
General Fund		
Other Institutional Funds		
Generated Funds		
TOTAL	$	$

REVENUES

Source	
Parent Fees	$ 24,430.28
Student activity fees	31,626.26
Donations (specify) _____	
DSHS subsidy	
USDA subsidy	1,363.53
Other (specify) _____	
TOTAL	$ 57,420.07

OPERATING CHILD CARE CENTER BUDGET
1986-1987 Academic Year

Name of Institution: The Evergreen State College

Please note that the indirect costs should reflect the institution's contributed support costs for child care center staff, instruction, and facilities.

EXPENDITURES

	Direct Costs Amount	Indirect Costs Amount
Personnel		
Director (Coordinator)	$ 12,117	$ 5,193
Teachers (Child Care Specialist)	13,536	
Aides (Student Employees)	23,760	
Support Staff		
Substitutes		
Other (specify) _____		
Employee Benefits	7,991	1,504
Facility		
Rent	$	$ 17,842
Utilities		3,420
Maintenance & Repairs	200	7,765
Food Program		
Food	$ 1,130	$
Supplies	300	
Other Expenses		
Supplies & Equipment	$ 1,556	$
Postage		
Phone	528	
Insurance	262	
Staff Development	555	
Advertising and Printing	100	
Purchased Day Care (voucher system)		
TOTAL	$ 62,035	$ 35,724

SOURCE OF FUNDS FOR EXPENDITURES

	Direct Costs Amount	Indirect Costs Amount
Source		
General Fund	$	29,027
Other Institutional Funds (Student Affairs Division)		6,697
Generated Funds	21,365	
TOTAL	$	$ 35,724

REVENUES

Source	
Parent Fees	$ 21,365
Student activity fees	40,670
Donations (specify) _____	
DSHS subsidy	
USDA subsidy	(pays for itself)
Other (specify) _____	
TOTAL	$ 62,035

OPERATING CHILD CARE CENTER BUDGET
1986-1987 Academic Year

Name of Institution: Washington State University

Please note that the indirect costs should reflect the institution's contributed support costs for child care center staff, instruction, and facilities.

EXPENDITURES

	Direct Costs Amount	Indirect Costs Amount
Personnel		
Director	$ 18,955.00	$
Teachers	15,513.00	
Aides	11,312.00	
Support Staff		7500.00
Substitutes		
Other (specify) Work Study students	18,128.00	
Employee Benefits	12,937.00	
Facility		
Rent	$	$ 900.00
Utilities		1000.00
Maintenance & Repairs		2000.00
Food Program		
Food	$ 5,753.00	$
Supplies	750.00	
Other Expenses		
Supplies & Equipment	$ 3,177.00	$
Postage	53.00	
Phone	305.00	
Insurance	84.00*	*** see below
Staff Development	880.00	
Advertising and Printing	395.00	
Purchased Day Care (voucher system)		
Licensing	135.00	
TOTAL	$ 88377.00	$ 11400.00

*accident only

***The university provides comprehensive self-insured liability insurance; cost figures not available separately.

SOURCE OF FUNDS FOR EXPENDITURES

	Direct Costs Amount	Indirect Costs Amount
Source		
	$	$
General Fund		
Other Institutional Funds		7500.00
Generated Funds		
TOTAL	$	$ 7500.00

REVENUES

Source	
Parent Fees	$ 47,928.00
Student activity fees	25,594.00
Donations (specify) toys, equipment	500.00
DSHS subsidy	812.00
USDA subsidy	9288.00
Other (specify)	
TOTAL	$ 87247.00

OPERATING CHILD CARE CENTER BUDGET
1986-1987 Academic Year

Name of Institution: Western Washington University

Please note that the indirect costs should reflect the institution's contributed support costs for child care center staff, instruction, and facilities.

EXPENDITURES

	Direct Costs Amount	Indirect Costs Amount
Personnel		
Director	$	$ 20,650
Teachers	59,245	
Aides		
Support Staff	450	
Substitutes	4,562	
Other (specify) cook	9,009	
Employee Benefits	18,436	5,517
Facility		
Rent (includes utilities)	$	$ 7,266
Utilities		
Maintenance & Repairs (main. only)		1,000
	4,000	2,414
		4,000 (repair & replacement)
Food Program		
Food	$ 6,120	$
Supplies	150	
Other Expenses		
Supplies & Equipment	$ 2,300	$
Postage	100	
Phone	1,200	
Insurance		
Staff Development	385	310
Advertising and Printing		
Purchased Day Care (voucher system)		
TOTAL	$ 102,107	$ 41,157

SOURCE OF FUNDS FOR EXPENDITURES

	Direct Costs Amount	Indirect Costs Amount
Source		
Housing & dining & minor capital funds	$	$ 14,680
General Fund (Student Affairs)		26,477
Other Institutional Funds (S&A fees)	50,751	
Generated Funds	45,721	
TOTAL	$ 96,472	$ 41,157

REVENUES

Source	
Parent Fees	$ 45,721
Student activity fees	50,751
Donations (specify) computer	1,500
DSHS subsidy	
USDA subsidy	6,120
Other (specify)	
TOTAL	$ 104,092

APPENDIX C

EMPLOYEE CHILD-CARE NEEDS ASSESSMENT SURVEY HIGHLIGHTS

Institution	CWU	EWU	TESC	UW	WWU	WSU
Number surveyed	980	1,181	587	3,000 (20% sample)	1,409	3,972
Respondents	46%	35%	21%	32%	33%	50%
Parents with children under 13	30%	28%	43%	38%	33%	32%
Pay for child care	72%	45%	43%	85%	59%	62%
Children under 13	308	232	96	577	158	1,085
Children under 5, 6, or 7	105 under 6	103 under 6	86 under 6	301 under 6	112 under 7	686 under 5
Average weekly child care	28 hrs.	29 hrs.	26 hrs.	30 hrs.	31 hrs.	27 hrs.
Average monthly cost	$271	$128	$214	$371 - infant $281 - toddler $261 - preschool	$250	N/A
Satisfied/somewhat satisfied with current care	73%	72%	66%	85%	32%	66%

EMPLOYER CHILD-CARE NEEDS ASSESSMENT SURVEY HIGHLIGHTS
(Continued)

Institution	CWU	EWU	TESC	UW	WWU	WSU
Preference for child-care center on or near campus	51%	25%	60%	41% licensed child-care provider	40%	N/A
Use child-care facility on/near campus	88%	59%	72%	N/A	67%	48%
Children to be enrolled in institutional child-care facility	97	101	49	N/A	140	N/A
Child-care fees able to pay	$1.00-$1.50 hr.	$1.00-$1.50 hr.	$1.00-$2.00 hr.	N/A	$1.00-$2.00 hr.	N/A
Institution should provide child-care program	44% agree 34% neither agree or disagree 22% disagree	73% agree 9% neither agree or disagree 18% disagree	85% agree 5% neither agree or disagree 10% disagree	49% agree if funds provided by legislature 11% neither agree or disagree 40% disagree	79% agree 6% neither agree or disagree 15% disagree	67% agree
Support institution should provide	Highest number agree CWU should provide facility, staff, and portion of related costs	Highest number agree EWU should provide facility & staff	Highest number agree TESC should provide facility & staff	Highest number agree the legislature should provide full funding for facility	Highest number agree WWU should provide facility and staff	Highest number agree WSU should provide facility, teachers, and portion of related costs.

CENTRAL WASHINGTON UNIVERSITY

HIGHER EDUCATION COORDINATING BOARD

EMPLOYEE CHILD CARE NEEDS AND INTEREST ASSESSMENT INSTRUMENT

Directions: Check appropriate spaces and fill in the blanks. (Feel free to write comments on the back of the questionnaire to show who should provide child care for employees and how such services should be funded.)

1. I am a member of the:

Faculty	180
Administration	46
Staff	229

2. I am a:

Male	242
Female	213

3. What is your employment status?

Full-time	424
Part-time	26
Other (identify)_____	5

4. What is your spouse's employment status?

Not applicable, I am single	107
Full-time	201
Part-time	59
Student	9
Homemaker	55
Disabled	3
Retired	5
Unemployed	15
Other (identify)_____	6

5. Is your spouse employed by the institution?

Not applicable, I am single	107
Yes	93
No	255

6. Do you have children under age 13 who live with you?

Yes	139
No	316

7. Circle the numbers from 1 to 5 which best decribe your position about an institutionally related child-care center on or near campus for employees' children.

	Strongly Agree	Agree	Neither	Disagree	Strongly Disagree
Institution should not operate a child-care program for employees' children.	64	20	131	100	72
Institution should provide facility only.	32	50	117	91	65
Institution should provide facility and child-care staff.	52	76	47	67	73
Institution should provide facility, child-care staff, and part of other related costs.	102	84	65	79	93
Institution should provide free child-care for employees.	66	43	65	109	136

IF YOU DO NOT HAVE CHILDREN UNDER AGE 13 LIVING WITH YOU, THIS IS THE END OF THE SURVEY. THANK YOU FOR YOUR PARTICIPATION. PLEASE RETURN FORM TO PRESIDENT'S OFFICE, BOUILLON HALL.

8. How many children do you have?

1 - 36	5 - 5
2 - 64	6 - 1
3 - 25	8 - 1
4 - 5	10 - 1

9. What are the ages of your children?

Less than 1 - 1	8 - 12
1 - 17	9 - 23
2 - 24	10 - 12
3 - 25	11 - 19
4 - 18	12 - 19
5 - 20	13 - 10
6 - 19	over 13 - 47
7 - 2	

10. What current child-care arrangements do you use while working?

Children are in K-12 school	84
Children are in pre-school or nursey school	21
Friends or relatives care for children	28
Private sitter in my home or sitter's home	26
Licensed child-care home	25
Mini child-care center (serves under 13 children)	4
Child-care center (serves over 12 children)	9
Other (identify) Wife - 5; latchkey - 2; other - 5	

11. How satisfied are you with your current child-care arrangements?

Satisfied, probably would not change	60
Somewhat satisfied	37
Neither satisfied nor dissatisfied	13
Somewhat dissatisfied	15
Dissatisfied, would change if possible	8

12. What is your current cost for child care?

Per hour	($ .75)	1	($1.75)	6
	($1.00)	6	($2.00)	9
	($1.25)	5	($2.10)	1
	($1.35)	1	($2.25)	3
	($1.45)	1	($2.75)	1
	($1.50)	9	($3.00)	2
	($1.60)	2	($4.00)	1
	($1.65)	1	($5.00)	2
Per month	($ 20.00)	1	($ 250.00)	2
	($ 30.00)	1	($ 255.00)	2
	($ 40.00)	3	($ 275.00)	2
	($ 100.00)	1	($ 280.00)	1
	($ 150.00)	1	($ 290.00)	1
	($ 175.00)	1	($ 300.00)	2
	($ 180.00)	3	($ 400.00)	6
	($ 200.00)	6	($ 450.00)	1
	($ 220.00)	3	($1000.00)	2

13. How many hours per week do you currently use child care in order to work?

1	1	11	1	28	1
2	3	12	2	29	1
3	3	15	3	30	1
4	3	16	2	35	4
5	4	20	7	38	1
6	5	22	1	40	21
7	2	24	3	45	10
8	4	25	1	50	10
9	5	26	1	55	1
10	9	27	1		

14. What is your preference for child care? Rank first, second, and third choices.

	1st	2nd	3rd
Preschool or nursery school	22	20	16
Friends or relatives	24	13	9
Private sitter in my home or sitter's home	11	21	11
Licensed child-care home	13	19	20
Mini child-care center (serves under 13 children)	6	9	24
Child-care center (serves over 12 children)	0	14	11
Child-care facility on or near campus	50	16	18

15. What are your priorities for selecting child-care arrangements? Rank first, second, and third most important considerations.

	1st	2nd	3rd
Cost	6	21	37
Quality of care	106	11	3
Proximity to home	2	17	25
Proximity to workplace	2	21	24
Provider able to care for all my children	8	20	11
Strength of educational program	2	31	15
Other (identify)____(Able to be bused to day care)	2		
(Positive non-violent environment)	1		
(Ratio children/adult)			1

16. Would you use a child-care facility on or near campus?

Yes	123
No	36

17. How many children would you enroll in a child-care facility on or near campus?

1 -	54
2 -	35
3 -	6
4 -	1
5 -	1

18. What are the ages of the children you would enroll in a child-care facility on or near campus?

Less than 1 -	1	6 - 8
1 -	17	7 - 9
2 -	19	8 - 5
3 -	21	9 - 10
4 -	14	10 - 3
5 -	15	11 - 6

19. How much would you be able to pay per hour for each child you enroll in a child-care facility on or near campus?

($ .50)	4	($1.65)	1
($ .75)	4	($1.75)	2
($ .90)	1	($2.00)	10
($1.00)	30	($2.30)	1
($1.15)	2	($2.50)	2
($1.25)	10	($3.00)	3
($1.50)	15	($5.00)	1
($1.60)	1		

THIS IS THE END OF THE SURVEY. THANK YOU FOR YOUR PARTICIPATION. PLEASE RETURN TO THE PRESIDENT'S OFFICE, BOUILLON HALL.

HIGHER EDUCATION COORDINATING BOARD
ASSESSMENT OF CHILD CARE NEEDS
EASTERN WASHINGTON UNIVERSITY
October, 1987

Total Number Surveyed: 1,181 Total Number of Responses: 413

Directions: Check appropriate spaces and fill in the blanks.

1. What is your position?
   Faculty - 148; Administration - 40; Staff - 212

2. What is your sex?
   Male - 180; Female - 217

3. What is your employment status?
   358 - Full-time
   29 - Part-time
   6 - Other:
   - 2 - 3/4 time
   - 2 - 10 month
   - 1 - Graduate
   - 1 - 1/3-2/3 time

4. What is your spouse's employment status?
   99 - Not applicable, I am single
   197 - Full-time
   41 - Part-time
   13 - Student
   22 - Homemaker
   2 - Disabled
   9 - Retired
   8 - Unemployed
   9 - Other:
   - 4 - Self-Employed
   - 2 - Separated
   - 1 - Deceased
   - 1 - Free-lance Writer
   - 1 - Work 24-hour on, 49-hour off shift

5. Is your spouse employed by the institution?
   99 - Not applicable, I am single
   67 - Yes
   232 - No

6. Do you have children under age 13 who live with you?
   118 - Yes; 276 - No; 1 - Not yet, but soon

7. Circle the numbers from 1 to 5 which best describe your position about an institutionally related child-care center on or near campus for employee's children.

	Strongly Agree	Agree	Neither	Disagree	Strongly Disagree
Institution should not operate a child-care program for employees' children	41	27	33	143	134
Institution should provide facility only	18	47	64	146	83
Institution should provide facility and child-care staff	115	128	32	53	39
Institution should provide facility, child-care staff, and part of other related costs (e.g., subsidized costs)	74	99	44	82	59
Institution should provide free child-care for employees	35	36	39	139	107

IF YOU DO NOT HAVE CHILDREN UNDER AGE 13 LIVING WITH YOU, THIS IS THE END OF THE SURVEY. THANK YOU FOR YOUR PARTICIPATION. PLEASE RETURN FORM TO STUDENT SERVICES, MS-136.

8. How many children do you have?

Number of Children	Number of Responses
Expecting	6
1	41
2	54
3	18
4	8
5	1
6	2

9. What are the ages of your children?

Age of Children in Months	Number of Responses
Infant	1
4 Mos	2
5 Mos	1
8 Mos	3
9 Mos	1
10 Mos	1
11 Mos	1
14 Mos	1
16 Mos	2
18 Mos	2
23 Mos	1
Age of Children in Years	**Number of Responses**
1	6
2	20
3	23
4	18
5	16
6	9
7	15
8	9
9	8
10	12
11	10
12	14
13	14
Over 13	3
14	7
15	4
16	3
17	5
18	6
19	4
20	4
21	1
22	11
23	4
24	3
25	5
26	2
27	1
29	1
30	1
31	2
33	1

10. What current child-care arrangements do you use while working?

Children are in K-12 school:
- 41 - Child care needed before or after school
- 27 - Child care not needed

Children are in pre-school or nursery school:
- 14 - Child care needed before or after school
- 13 - Child care not needed

17 - Friends or relatives care for children
24 - Private sitter in my home or sitter's home
21 - Licensed child-care home
7 - Mini child-care center (serves under 13 children)
22 - Child-care center (serves over 12 children)
3 - Other:
- 1 - Self
- 1 - School Educare
- 1 - Swim Team (EWRA)

11. How satisfied are you with your current child-care arrangements?

52 - Satisfied, probably would not change
33 - Somewhat satisfied
9 - Neither satisfied or dissatisfied
9 - Somewhat dissatisfied
10 - Dissatisfied, would change if possible

12. What is your current cost for child care?

Per Hour	Number of Responses
$1.00	7
$1.00 - $2.00	1
$1.25	5
$1.50	7
$1.75	1
$2.00	2
$2.50	1
$2.75	1
$3.50	1
$5.00	1

Per Month	Number of Responses
$30	1
$32	1
$48	1
$50	2
$55	1
$60 - 80	1
$75	1
$80	2
$100	3
$108	1
$110	1
$120	1
$130	2
$140	2
$150	2
$160	1

Question #12 Continued:

$175	5
$180	2
$190	1
$200	13
$208 + 35/yr	1
$208	1
$215	1
$220	2
$240	1
$250	1
$260	1
$260 - 300	1
$269	1
$275	2
$285	2
$300	1
$320 (2 kids)	1
$326	1
$350 - 425	1
$365	1
$370	1
$400	2
$425	1
$450	1

Per Day	Number of Responses
$10	2
$10.50	1

13. How many hours per week do you currently use child care in order to work?

Hours/Weekly	Number of Responses
2	1
5-7	1
7.5	1
8	2
9	3
9-12	1
10	6
10-10.5	1
10-15	3
11	1
12.5	1
13	1
15+	3
19	1
20	6
22	1
24	1
25	4
25-30	1
26	1
30	3
30-35	1

Question #13 Continued:

33	1
35-45	1
36+	2
40	15
40+	1
40-50	2
42	1
45	6
48	2
49	1
50	5
60	1

14. What is your preference for child care? Rank first, second, and third choices.

	1st Choice	2nd Choice	3rd Choice
Preschool or nursery school	15	11	17
Friends or relatives	20	8	13
Private sitter in my home or sitter's home	19	13	9
Licensed child-care home	10	7	17
Mini child-care center (serves under 13 children)	5	21	18
Child-care center (serves over 12 children)	11	5	6
Child-care facility on or near campus	29	29	10

15. What are your priorities for selecting child-care arrangements? Rank first, second, and third most important considerations.

	1st Choice	2nd Choice	3rd Choice
Cost	4	15	40
Quality of care	86	19	10
Proximity to home	6	26	7
Proximity to workplace	2	22	37
Provider able to care for all my children	9	11	15
Strength of educational program	6	23	12
Other:	7	2	2

5 - Close to Child's school
1 - Able to catch bus or walk to school
1 - Person who is babysitting is special
2 - Christian
1 - Availability of house

16. Would you use a child-care facility on or near campus?

70 - Yes
43 - No
2 - Depends on Cost
2 - Undecided

17. How many children would you enroll in a child-care facility on or near campus?

Number of Children	Number of Responses
0	3
Expecting	1
1	40
2	29
3	3

18. What are the ages of the children you would enroll in a child-care facility on or near campus?

Ages in Months/Years	Number of Responses
Newborn	4
3 Mos	1
7 Mos	1
8 Mos	1
9 Mos	1
10 Mos	1
12 Mos	1
14 Mos	1
16 Mos	1

Question #18 Continued:

18 Mos	3
Toddler	3
1	5
2	13
3	20
4	11
5	11
6	1
7	7
8	6
9	4
10	5
11	2
12	1

19. What is the most you would be able to pay per hour for each child you enroll in a child-care facility on or near campus?

Maximum Hourly Rate	Number of Responses
.50 each child	1
.75 for 2-3 children	1
.75	2
1.00 for 1 child	1
1.00/hr	21
1.00-1.25	2
1.00-2.00	1
1.00 for 1 child; 1.50 for 2	1
1.20	2
1.22	1
$1.00 - $2.00	1
$1.25	9
$1.50	7
$1.50-2.50	1
$1.75	1
$2.00	5
$2.00 - $3.00	1
$2.25	1
$5.00	1

$2.75/hr--if it included breakfast, morning snack, HOT lunch, and an afternoon snack

$8.75/day	1
$12.00/day	1
$225/month	1
$400/month	1
$425/month	1

THIS IS THE END OF THE SURVEY. THANK YOU FOR YOUR PARTICIPATION. PLEASE RETURN FORM TO STUDENT SERVICES, MS-136.

The Evergreen State College

Survey Results for 587 forms sent out:

124 Forms returned

HIGHER EDUCATION COORDINATING BOARD

EMPLOYER CHILD CARE NEEDS AND INTEREST ASSESSMENT INSTRUMENT

Directions: Check appropriate spaces and fill in the blanks.

1. I am a member of the:

Faculty	22
Administration	9
Staff	93

2. I am a:

Male	34
Female	89

3. What is your employment status?

Full-time	111
Part time	10
Other (identify)	1 (temp)

4. What is your spouse's employment status?

Not applicable, I am single	40
Full-time	62
Part time	11
Student	3
Homemaker	4
Disabled	0
Retired	1
Unemployed	1
Other (identify)	2 (self-employed)

5. Is your spouse employed by the institution?

Not applicable, I am single	41
Yes	15
No	67

6. Do you have children under age 13 who live with you?

Yes	53
No	69

7. Circle the numbers from 1 to 5 which best describe your position about an institutionally related child-care center on or near campus for employees' children.

	Strongly Agree	Agree	Neither	Disagree	Strongly Disagree
Institution should not operate a child-care program for employees' children.	1-6	2-5	3-6	4-27	5-72
Institution should provide facility only.	1-4	2-15	3-16	4-47	5-23
Institution should provide facility and child-care staff.	1-44	2-41	3-12	4-13	5-6
Institution should provide facility, child-care staff, and part of other related costs.	1-34	2-27	3-16	4-20	5-17
Institution should provide free child-care for employees.	1-24	2-8	3-15	4-38	5-30

IF YOU DO NOT HAVE CHILDREN UNDER AGE 13 LIVING WITH YOU, THIS IS THE END OF THE SURVEY. THANK YOU FOR YOUR PARTICIPATION. PLEASE RETURN FORM TO——

8. How many children do you have? 1-25, 2-18; 3-9, 4-2 pregnant-1

9. What are the ages of your children? 1 yr-1, 2 months-1, 1-3, 2-6, 3-3, 4-9, 5-5; 6-11, 7-10, 8-10; 9-2, 10-7; 11-4, 12-6, 14-3

10. What current child-care arrangements do you use while working?

Children are in K-12 school	35
Children are in pre-school or nursery school	7
Friends or relatives care for children	13
Private sitter in my home or sitter's home	10
Licensed child-care home	8
Mini child-care center (serves under 13 children)	4
Child-care center (serves over 12 children)	9
Other (identify) 1-Spouse; 1-before + after school care	

11. How satisfied are you with your current child-care arrangements?

Satisfied, probably would not change	18
Somewhat satisfied	17

Neither satisfied or dissatisfied	7
Somewhat dissatisfied	5
Dissatisfied, would change if possible	4

12. What is your current cost for child care?

Per hour [illegible]-3, 1.25-4; 1.50-4, 1.75-1 - 2.00-1

Per month 40.00-2; 50.00-3; 100.00-2, 120.00-1, 130.00-1, 215.00-1, 216.00-1, 220.00-2, 225.00-1, 240.00-1, 250.00-1, 265.00-1 (2 kds), 270.00-1, 270.00-1 (2 kds), 300.00-3, 320.00-1, 350.00-1 (4 kds), 423.00-1, 500.00-1

13. How many hours per week do you currently use child care in order to work? 3-2, 5-2, 10-10; 15-4; 20-1; 25-2, 30-1; 35-5; 40-7, 50-7

14. What is your preference for child care? Rank first, second, and third choices.

	1	2	3
Preschool or nursery school	4	5	4
Friends or relatives	6	3	4
Private sitter in my home or sitter's home	4	7	7
Licensed child-care home	4	5	6
Mini child-care center (serves under 13 children)	3	8	8
Child-care center (serves over 12 children)	2	5	9
Child-care facility on or near campus	32	6	3

15. What are your priorities for selecting child-care arrangements? Rank first, second, and third most important considerations.

	1	2	3
Cost	2	12	17
Quality of care	43	7	1
Proximity to home	4	11	6
Proximity to workplace	0	7	12
Provider able to care for all my children	1	6	6
Strength of educational program	1	7	6
Other (identify)	1-transportation; 1-love, stability & personnel, low staff turnover; 1-Non-student rep. professional staff; 1-transportation to & from school; 1-child's choice		

16. Would you use a child-care facility on or near campus?

Yes	38
No	15

17. How many children would you enroll in a child-care facility on or near campus? 1-25; 2-9; 3-1

18. What are the ages of the children you would enroll in a child-care facility on or near campus? 3 months-1, 1-6, 2-6; 3-4 4-6 5-3, 6-6, 7-2, 8-5, 9-3, 10-2

19. How much would you be able to pay per hour for each child you enroll in a child-care facility on or near campus? 1.00-18; 2.00-5; 2.50-1, 3.00-2, 5.00-1 12/day-1 300/mo-1 500/mo (2 kds)-1

THIS IS THE END OF THE SURVEY. THANK YOU FOR YOUR PARTICIPATION. PLEASE RETURN FORM TO ——————

CHILD CARE CENTER CAB 305

NO LATER THAN 10/8/87

SUMMARY

UNIVERSITY OF WASHINGTON RESPONSE

HIGHER EDUCATION COORDINATING BOARD CHILD CARE QUESTIONNAIRE

September 25, 1987

Under directive from the State Legislature, the Washington State Higher Education Coordinating Board is conducting a survey to determine the child care needs of faculty and staff at all higher education institutions. We ask that you help us in this project by filling out the attached questionnaire. The survey should take about 15 minutes to complete. All responses are voluntary and anonymous; you may skip any question you do not wish to answer. Survey results will be kept on an indefinite basis. If you have any questions about this survey, you may call the Equal Employment Office, 543-1830. Please return the survey by OCTOBER 7.

I. THIS SECTION SHOULD BE ANSWERED BY ALL PARTICIPANTS. 973 responses.

1. Your employment status:

faculty member/librarian	279	exempt staff	139
classified staff	544	not indicated	11

2. Your sex:

male	384	female	576
not indicated	13		

3. Your UW work location:

Main campus/health sciences	735	University Hospital	50
Harborview Medical Center	75	other	124

4. Time worked:

full time	840	part time	119
not indicated	14		

5. Work schedule:

regular	894	other	26
evening/night	20		

6. Your spouse's work status:

UW employee	118	retired	19	does not apply	269
employed elsewhere	406	student	35	unemployed	7
homemaker	83	disabled	3	other	23

7. The number of children in your household, in each age group:

less than 1 year old	55	4	40	8	51
1	52	5	46	9	33
2	55	6	39	10	37
3	53	7	43	11	33

12	28		
13 or older	220		

8. Your earnings per year:

under $10,001	31	$25,001 to 30,000	102
$10,001 to 15,000	97	$30,001 to 35,000	103
$15,001 to 20,000	189	$35,001 to 40,000	68
$20,001 to 25,000	188	over $40,000	168
		not indicated	27

9. Your family's total income per year:

under $10,001	11	$25,001 to 30,000	96
$10,001 to 15,000	44	$30,001 to 35,000	88
$15,001 to 20,000	91	$35,001 to 40,000	79
$20,001 to 25,000	94	over $40,000	434
		not indicated	36

10. Indicate your position on the following child care options:

The Legislature should provide the indicated level of funding for:	full	partial	none	not indic
a. a facility for a child care center	456	254	163	100
b. staff for a child care center	305	331	212	125
c. other expenses for a child care center	185	328	277	183
d. a voucher to pay for child care as part of the benefit package	236	313	272	152
e. emergency or sick-child care	312	268	232	161

11. Indicate whether you agree or disagree with the following statements:

	agree	disagree	not indi
a. UW should fund part or all of a child care program only if funds are specifically appropriated by the Legislature.	479	385	10
b. UW should reallocate existing resources to fund a child care center.	407	454	11
c. UW should provide a child care referral service for staff and faculty	718	145	11

II. QUESTIONS 12 TO 19 SHOULD BE COMPLETED ONLY BY FACULTY AND STAFF LIVING WITH CHILDREN UNDER THE AGE OF 13. 369 Responses - 577 Children

12. Current child care arrangements. Please check all that apply:

pre-school or nursery school 96
care by friends or relatives 103
licensed child-care home 36
before and after school care 122
children no longer need care 42
unlicensed child-care home 20
private sitter in my home or sitter's home 51
mini child-care center (serves under 13 children) 10
child-care center (serves over 12 children) 59

13. Level of satisfaction with your child-care arrangements:
satisfied 157 partially satisfied 157 dissatisfied 22

14. If at all dissatisfied, the source of your dissatisfaction:

quality of care 37
location 47
cost 91
available hours 53
no meals provided 18
other 31 (please specify)_____
lack of educational program 37
my children are in several places 33
provider has different values 25
no care for sick children 80
no other children to play with 18

15. Number of days during the past year when any of the following caused you to miss work:

PLEASE SEE ATTACHED TABLE #1

child care provider was unavailable or closed___
child was sick and child care would not take him/her___
child care provider quit___
needed time to find a new child care provider___
other___ (please specify)_____

16. Monthly cost for child care:

age of child	# of resp.	reported range	average cost
0 or 1 year	62	$25-$1300	$371
2 or 3	82	$20- $750	$281
4 or 5	69	$15-$1100	$261
6 and above	102	$15-$1200	$175

17. Total number of hours per week you use child care: 32.7

18. Your child care preference. Rank your top three choices, with 1 indicating your first choice:

PLEASE SEE ATTACHED TABLE #2

preschool or nursery school___
licensed child-care home___
before and after school care___
private sitter___
friends or relatives___
mini child-care center___
child-care center___

19. Important factors to you in choosing child-care. Rank your top three choices, with 1 indicating your first choice.

PLEASE SEE ATTACHED TABLE #3

strong educational program___
available during the hours I work___
close to home___
can accommodate overtime work___
can accommodate shift work___
provider shares my values___
emergency or sick-child care___
other___ (specify)_____
cost___
quality of care___
close to work___
meals provided___
provider is licensed___
other children to play with___
all my children in one place___

COMMENTS: Please see attached comments.

THANK YOU FOR FILLING OUT THIS SURVEY. TO RETURN THE SURVEY, FOLD IT IN HALF, STAPLE IT CLOSED, AND PUT IT IN CAMPUS MAIL; THE RETURN ADDRESS OF THE EQUAL EMPLOYMENT OFFICE IS PRINTED ON THE BACK OF THIS PAGE.

ATTACHMENT A

UNIVERSITY OF WASHINGTON RESPONSE
HECB CHILD CARE QUESTIONNAIRE
Tables #1 (Question #15), #2 (Question #18), and #3 (Question #19)

Table #1 Question #15 - Number of Work Days Missed

	# of Responses	Average Days Missed	Total Days Missed
Provider Closed	122	2.8	344
Child Sick	203	2.8	576
Provider Quit	11	4.3	47
New Provider	33	2.5	84
Other	29	1.9	56
			1107

Table #2 Question #18 - Child Care Preference

Child Care Preference	Ranking 1	2	3	* Average Ranking
Preschool/Nursery School	78	49	31	1.13
Licensed Child-Care Home	25	33	41	.57
Before/After School Care	72	51	31	1.09
Private Sitter	44	29	29	.68
Friends/Relatives	71	29	27	.93
Mini Child-Care Center	14	52	58	.64
Child-Care Center	36	29	34	.63

Total Responding - 320

* Average ranking calculated as 3 for first choice, 2 for second choice, 1 for third choice, of the persons responding to this question.

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University of Washington

Table #3 Question #19 - Child Care Criteria

Child-Care Criteria	Ranking 1	2	3	* Average Ranking
Educational Programs	34	29	36	.59
Available Hours	50	58	39	.91
Close to Home	17	34	32	.45
Can Accomodate Overtime	11	10	9	.19
Can Accomodate Shift Work	6	5	2	.09
Provider Shares my Values	40	39	38	.70
Emergency/Sick Child Care	17	4	15	.22
Cost	32	26	52	.60
Quality	201	53	17	2.17
Close to Work	14	18	23	.30
Meals Provided	10	2	5	.12
Provider is Licensed	19	7	8	.24
Other Children to Play With	16	15	20	.26
All my Children in One Place	12	13	12	.22
Other	10	4	2	.12

Total Responding - 335

* Average ranking calculated as 3 for first choice, 2 for second choice, 1 for third choice, of the persons responding to this question.

Child Care Needs At Washington State University

Recognizing the importance of affordable, quality child care for both families and for society, Governor Booth Gardner set up a task force to guide child care decisions in the State of Washington. The Governor's Task Force noted the "significant interconnection between the workplace and the family" in its final report. The Task Force found that:

> The availability of quality, affordable day care is critical to the well-being of children and families and is necessary for the proper functioning of all community interests including employers, education and government. In addition to the supporting the safe and healthy development of children, quality day care is an essential service in the prevention of child abuse and serves to promote the economic health of our state by contributing to a stable, productive work force. (Governor's Task Force on Children's Day Care, 1986, p. 1).

The Task Force recommended that the state "assume an active leadership role" in supporting the involvement of both parents and employers in arranging quality, affordable child care. The report emphasized that the state should also ensure high standards of quality care by training child care providers. The task force further acknowledge that state agencies should act as "model employers" and provide an example of employer-assisted day care.

In response to the Governor's Task Force Recommendations, the Department of Child and Family Studies at Washington State University conducted a mail survey of employees to determine current child care arrangements and needs and examined the opinions of employees relating to child care benefits. During spring 1986, 1,982 respondents completed the survey. Of these respondents, 625 (31.7 percent) were parents of children under age 13. The remaining 68.3 percent had no children or had children over age 13.

Employee parents with children under age 13 indicated that they had 1,085 children, with 686 children under age five and 399 over age five. Sixty-two percent of these parents pay for child care. Respondents reported using several different courses for child care: 32.7 percent had a family member caring for the children; 2.8 percent used a "sitter" in the child's home; 22.4 percent placed the child in a sitter's home; 23.5 percent used a day care center; 2 percent used a preschool; 1 percent used a combination of family and center care; and 15 percent reported using "other arrangements."

Respondents estimated that their children under age five spend an average of 26.27 hours per week in paid child care. Twenty-two percent of children under age five spend over 40 hours a week in paid care, while 12 percent of school age children spend over 20 hours outside of school in paid care. Twenty percent of school age children are cared for by a family member under the age of 18. It is unknown how many children with "other" care arrangements are "latch-key" children who are responsible for their own care and thus "look after" themselves.

Fourteen percent of respondents with children under the age of 13 reported being dissatisfied with their current child care arrangements. Twenty percent reported that inconvenient child care delayed their work or made it more difficult. Thirty-nine percent of the respondents (both parents and non-parents) claimed that the child care problems of other employees made their work more difficult. Thus, Washington State University employees with young children are encountering difficulties with child care arrangements that may impact their job productivity.

Forty-eight percent of the parents with children under the age of 13 would consider using a Washington State University child care center. Respondents indicated that cost of care would be an important issue in deciding whether to use a WSU child care center. Other important issues for parents were: 20.8 percent availability for all children; 41.7 percent quality care; 21.9 percent transportation between schools; 24.9 percent facility on or close to campus; and 8.3 percent facility open evenings. Thirteen parents (1.9 percent) reported having children with physical or mental disabilities and thus encounter the resultant child care problems for handicapped children.

Sixty-seven percent of all respondents (both parents and non-parents) agreed that WSU should offer a child care program. When presented with several different levels of employer involvement ranging from WSU providing space only to free child care for employees, the highest number of respondents (44.8 percent) preferred a shared-cost program with Washington State University providing space, teachers and part of the remaining costs.

WWU - SUMMARY Date: October 15, 1987

HIGHER EDUCATION COORDINATING BOARD
EMPLOYEE CHILD CARE NEEDS AND INTEREST ASSESSMENT

Directions: Check appropriate spaces and fill in the blanks.

1. I am a member of the:

Faculty	207
Administration	55
Staff	243

2. I am:

Male	234
Female	272

3. What is your employment status:

Full-time	436
Part-time	63
Other (identify) 2 cyclic, 1 graduate assistant, 1 temporary, 2 teaching assistants	

4. What is your spouse's employment status?

Not applicable, I am single.	132
Full-time	201
Part-time	67
Student	12
Homemaker	41
Disabled	6
Retired	18
Unemployed	7
Other (identify) 4 self-employed	

5. Is your spouse employed by the institution?

Not applicable, I am single.	130
Yes	60
No	314

6. Do you have children under age 13 who live with you?

Yes	169
No	337

7. Circle the numbers from 1 to 5 which best describe your position about an institutionally related child care center on or near campus for employees' children.

	Strongly Agree	Agree	Neither	Disagree	Strongly Disagree
Institution should not operate a child care program for employees' children.	46	22	28	118	243
Institution should provide facility only.	32	48	67	121	115
Institution should provide facility and child care staff.	145	98	41	32	38
Institution should provide facility, child care staff, and part of other related costs.	111	63	52	84	70
Institution should provide free child care for employees.	57	42	61	99	124

The remainder of the questionnaire reports only the responses of those with children under age 13 who live at home and who would use a child care facility on or near campus.

8. How many children do you have? one (34), two (46), three (9) four (0), five (1)

9. What are the ages of your children? 0-2 (32), 2 (25), 3/4 (31), 5/6 (24) 7/8 (18), 9/10 (4), 11/12 (2), 13+ (9)

10. What current child care arrangements do you use while working?

Children are in K-12 school	46
Children are in pre-school or nursery school	10
Friends or relatives care for children	15
Private sitter in my home or sitter's home	12
Licensed child care home	13
Mini child care center (serves under 13 children)	1
Child care center (serves over 12 children)	11
Other (identify) share with husband, spouse takes to work, unlicensed sitter	

11. How satisfied are you with your current child care arrangements?

Satisfied, probably would not change	31
Somewhat satisfied	24
Neither satisfied or dissatisfied	12
Somewhat dissatisfied	21
Dissatisfied, would change if possible	16

12. What is your current cost for child care?

Per hour	$2,523/hr
Per month	$250.85/mo

13. How many hours per week do you currently use child care in order to work? 0-10 (17), 10-20 (14), 20-34 (19), 40 (22) 45-60 (28)

14. What is your preference for child care? Rank first, second, and third choices.

	1st	2nd
Preschool or nursery	7	12
Friends or relatives	15	7
Private sitter in my home or sitter's home	10	17
Licensed child care home	3	18
Mini child care center (serves under 13 children)	3	16
Child care center (serves over 12 children)	1	7
Child care facility on or near campus	68	9
Other (identify)		

15. What are your priorities for selecting child care arrangements? Rank first, second, and third most important considerations.

	1st	2nd
Cost	3	21
Quality of care	94	9
Proximity to home	1	11
Proximity to workplace	4	26
Provider able to care for all my children	2	9
Strength of educational program	2	7

16. Would you use a child care facility on or near campus?

Yes	114
No	55

17. How many children would you enroll in a child care facility on or near campus? One (88)
Two (26)
Total of 140 children enrolled.

18. What are the ages of the children you would enroll in a child care facility on or near campus? 0-2 (56), 3-4 (35), 5-6 (18), 7-8 (25), 9-10 (18), 11-13 (15)

19. How much would you be able to pay per hour for each child you enroll in a child care facility on or near campus? $1 (30), $1.50-$2 (27), $2 (19), $2-$3 (11), $5 (1)

Total surveys mailed: 1,409 Total responses received: 506